EXHIBIT A

Location : All Courts Help

Case 3:16-cv-00358-DB Document 1-1 Filed 08/10/16 Page 2 of 38

Skip to Main Content Logout My Account Search Menu New Civil Search Refine Search Back

REGISTER OF ACTIONS CASE NO. 2016DCV2467

MARCELA ROCHA VS BALFOUR BEATTY MILITARY HOUSING MANAGEMENT, LLC BALFOUR BEATTY COMMUNITIES, LLC and BALFOUR BEATTY MILITARY HOUSING, LLC

0000000

Case Type: Wrongful Termination

Date Filed: 06/30/2016

Location: 168th District Court

PARTY	INFORMATION

Defendant Balfour Beatty Communities, LLC

Lead Attorneys MICHAEL J. DEPONTE Retained 214-520-2400(W)

Defendant Balfour Beatty Military Housing

Management, LLC

MICHAEL J. DEPONTE Retained 214-520-2400(W)

Balfour Beatty Military Housing, LLC

MICHAEL J. DEPONTE

Retained 214-520-2400(W)

Plaintiff Rocha, Marcela

Defendant

GEORGE P ANDRITSOS Retained 915-566-9995(W)

EVENTS & ORDERS OF THE COURT

06/30/2016 OTHER EVENTS AND HEARINGS
06/30/2016 Original Petition (OCA) Doc ID# 1
06/30/2016 Case Information Sheet Doc ID# 2
06/30/2016 E-File Event Original Filing
07/01/2016 Jury Demand Doc ID# 3

07/08/2016 Citation

Balfour Beatty Military Housing Management, LLC 07/11/2016 Served 08/01/2016 Response Due Returned 07/18/2016 Balfour Beatty Communities, LLC Served 07/11/2016 08/01/2016 Response Due 07/18/2016 Returned Balfour Beatty Military Housing, LLC 07/11/2016 Served Response Due 08/01/2016 Returned 07/18/2016

08/01/2016 Answer Doc ID# 7

EXHIBIT A-1

El Paso County - 168th District Court

Filed 6/30/2016 9:35:03 AM

Norma L. Favela

District Clerk

El Paso County

2016DCV2467

MARCELA ROCHA,	§	
	§	
Plaintiff,	§	
	§	
v.	§	Cause No. 2016-DCV
	§	
BALFOUR BEATTY MILITARY	§	
HOUSING MANAGEMENT, LLC,	§	
BALFOUR BEATTY	§	
COMMUNITIES, LLC and	§	
BALFOUR BEATTY MILITARY	§	
HOUSING, LLC,	§	
	§	
Defendants.	§	

PLAINTIFF'S ORIGINAL PETITION

TO THE HONORABLE JUDGE OF SAID COURT:

COMES NOW MARCELA ROCHA, hereinafter referred to as Plaintiff in the abovestyled and numbered cause, complaining of BALFOUR BEATTY MILITARY HOUSING MANAGEMENT, LLC, BALFOUR BEATTY COMMUNITIES, LLC and BALFOUR BEATTY MILITARY HOUSING, LLC, hereinafter called Defendants, and for cause of action would respectfully show the Court and jury the following:

I. DISCOVERY CONTROL PLAN

Discovery Control Plan Level III. Discovery is intended to be conducted under Level III of Rule 190 of the Texas Rules of Civil Procedure.

II. PARTIES

Plaintiff (SS#086) is a female individual who resides in El Paso County, Texas.

Defendant BALFOUR BEATTY MILITARY HOUSING MANAGEMENT, LLC is a corporation licensed to do business in the State of Texas, whose registered agent for service is CORPORATION SERVICE COMPANY and they may be served with citation at 211 E. 7TH STREET, SUITE 620, AUSTIN, TEXAS 78701, or wherever they may be found.

Page 1 of 5 Marcela Rocha v. Balfour Beatty Military Housing Management, LLC et al. / Plaintiff's Original Petition

Defendant BALFOUR BEATTY COMMUNITIES, LLC is a corporation licensed to do business in the State of Texas, whose registered agent for service is CORPORATION SERVICE COMPANY and they may be served with citation at 211 E. 7TH STREET, SUITE 620, AUSTIN, TEXAS 78701, or wherever they may be found.

Defendant BALFOUR BEATTY MILITARY HOUSING, LLC is a corporation licensed to do business in the State of Texas, whose registered agent for service is CORPORATION SERVICE COMPANY and they may be served with citation at 211 E. 7TH STREET, SUITE 620, AUSTIN, TEXAS 78701, or wherever they may be found.

III. JURISDICTION AND VENUE

Plaintiff brings this cause of action pursuant to Texas Labor Code §21.001 et seq.

Venue is proper in this Court because a substantial portion of the facts giving rise to this claim occurred here.

IV. FACTS

Plaintiff was hired by Defendants in El Paso County, Texas as a Resident Specialist.

In June of 2014 Plaintiff notified her employer that she was pregnant. Shortly thereafter, Plaintiff was subjected to discriminatory treatment by her manager, Lauren Serrano. Ms. Serrano transferred Plaintiff almost immediately after having been told of Plaintiff's pregnancy. Ms. Serrano began to criticize and scrutinize Plaintiff's work performance. Thereafter, on or about September 16, 2014, Plaintiff was terminated for an alleged error on her time sheet. Plaintiff's time sheet had been adjusted by Ms. Serrano several times without Plaintiff's knowledge or consent and without the approval of Plaintiff's supervisor. Plaintiff was terminated without reason or justification. Plaintiff did not violate any company policy and denied any conduct that could have resulted in disciplinary action, including termination. Defendants failed to follow any non-discriminatory policy in making the decision to terminate Plaintiff. Plaintiff was treated less favorable that could have resulted in the decision to terminate Plaintiff. Plaintiff was treated less favorable that could have resulted in disciplinary

Page 2 of 5 Marcela Rocha v. Balfour Beatty Military Housing Management, LLC et al. / Plaintiff's Original Petition

Plaintiff was replaced with an individual who was not pregnant. Plaintiff was awarded her unemployment benefits and a determination issued by the Texas Workforce Commission found no misconduct on behalf of Plaintiff related to her termination. Plaintiff alleges she was terminated for reasons unsupported by evidence under pre-text. Plaintiff further alleges that her sex/pregnancy was a motivating factor in the decision to terminate her employment.

Plaintiff has been unable to obtain alternate employment which compensates her at the pay rate which she earned while employed by Defendants or provides the same benefits she earned while employed by Defendants. As a matter of reasonable probability, Plaintiff will be unable to obtain such alternate employment for a period of time in the future. Plaintiff has therefore sustained damages in the form of back pay or lost wages in the past and front pay or lost wages in the future, as well as the loss of past and future benefits of employment.

As a proximate result of her termination, Plaintiff has experienced emotional pain, suffering, inconvenience, mental anguish, and a loss of enjoyment of life, and as a matter of reasonable probability, Plaintiff will continue to experience emotional pain, suffering, inconvenience, mental anguish, and a loss of enjoyment of life for a period of time in the future.

Plaintiff has been forced to retain the undersigned counsel to protect and enforce her rights, and has incurred the obligation to pay reasonable and necessary attorney fees.

V. ADMINISTRATIVE REQUISITES ARE SATISFIED

On or about January 20, 2015, Plaintiff filed a formal charge of discrimination bearing charge no. 453201500331 simultaneously with the Equal Employment Opportunity Commission (E.E.O.C.) and the Texas Workforce Commission Civil Rights Division. On or after May 13, 2016, Plaintiff was issued a Notice of Right to Sue from the Equal Employment Opportunity Commission on charge no. 453201500331.

This petition was timely filed and all conditions precedent to the filing of his All faw Marcela Rocha v. Balfour Beatty Military Housing Management, LLC et al. / Plaintiff's Original Petition

Page 3 of 5 Marcela Rocha v. Balfour Beatty Military Housing Management, LLC et al. / Plaintiff's Original Petition

performed or have occurred.

VI. CAUSES OF ACTION

Plaintiff brings this cause of action pursuant to Texas Labor Code §21.001 et seq.

The above-described acts and omissions of Defendants in discriminating against Plaintiff on the basis of her sex/pregnancy are in violation of §21.001 et seq. of the Texas Labor Code. The discriminatory actions of Defendants were the proximate cause of damages to Plaintiff as more particularly described below.

VII. DAMAGES

The damages proximately caused to Plaintiff by Defendants' conduct include back pay and benefits, front pay and benefits, compensatory damages, reasonable and necessary attorney's fees, reinstatement, pre-judgment and post-judgment interest as allowed by law and costs of Court. Pursuant to Texas Rule of Civil Procedure 47, Plaintiff pleads that she seeks an award for all of the above in an amount of monetary relief of less than One Hundred Thousand dollars (\$100,000.00) and non-monetary relief. Plaintiff seeks an award for all of the above in the maximum amount of Seventy-Four Thousand Nine Hundred Ninety-Nine dollars (\$74,999.00) including the value of any non-monetary recovery, excluding interest and costs as evidenced by the sworn stipulation attached hereto as Exhibit "A".

VIII. PRAYER

WHEREFORE PREMISES CONSIDERED, Plaintiff requests that Defendants be cited to appear herein, and that following a trial by jury, that the Court enter judgment in her favor against Defendants, and award Plaintiff her actual damages as set forth above, compensatory damages, reasonable and necessary attorney's fees through the appeal process, reinstatement, pre-judgment

Page 4 of 5 Marcela Rocha v. Balfour Beatty Military Housing Management, LLC et al. / Plaintiff's Original Petition

and post-judgment interest as allowed by law, costs of court, and for such other and further relief, at law or in equity, to which Plaintiff may be entitled, all in the maximum amount of Seventy-Four Thousand Nine Hundred Ninety-Nine dollars (\$74,999.00), exclusive of interest and costs of Court, including the value of any non-monetary recovery.

Respectfully submitted,

/s/_George P. Andritsos

GEORGE P. ANDRITSOS Attorney for Plaintiff 3116 Montana El Paso, Texas 79903

Tel: (915) 566-9995 Fax: (915) 566-9996

Email: george@andritsos.com State Bar No. 00786987

Page 5 of 5 Marcela Rocha v. Balfour Beatty Military Housing Management, LLC et al. / Plaintiff's Original Petition

A TRUE COPY, I CERTIFY
NORMA L. FAVELA, District Clerk

By
Deputy



		SWORN STIPULATION
STATE OF TEXAS)	
)	
COUNTY OF EL PASO)	

My name is MARCELA ROCHA and I am the Plaintiff in this cause. I have personal knowledge of every statement herein. Every statement herein is true and correct.

By this stipulation, I swear and stipulate that the amount in controversy in this case is no more than \$74,999.00, plus interest and costs. I verify and stipulate that the amount I seek to recover in this case, including the value of any non-monetary recovery, is no more than \$74,999.00, plus interest and costs.

I agree to waive and hereby do waive any recovery in this case, whether it be for actual damages, punitive damages, attorney fees, reinstatement or other non-monetary recovery, or any other possible category of recovery, in any amount totaling in excess of \$74,999.00, plus interest and costs.

If a judgment is entered in this case in an amount in excess of \$74,999.00, plus interest and costs, including the value of reinstatement or other non-monetary recovery, I will not execute on the amount exceeding that amount. I waive any right to execute on the portion of any judgment in this case which exceeds \$74,999.00, plus interest and costs.

By the phrase "interest and costs," as those terms are used herein, I intend those terms to have the same meaning as they have under the federal removal statute, which I understand is 28 U.S.C. section 1332.

I intend for this stipulation to be binding on me and my heirs, successors, and assigns, and anyone acting on my behalf.

I agree that this stipulation is irrevocable, and forever bars any recovery in this case in excess of \$74,999.00, including all monetary recovery and the value of all non-monetary recovery, plus interest and costs.

I swear and stipulate to all of the foregoing.

Signed:

Print name:

SUBSCRIBED AND SWORN TO BEFORE ME, the undersigned authority, on this the 19th day of May, 2016.

> Votary Public in and for The State of Texas

My commission expires: U-25-20



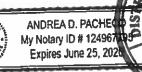


EXHIBIT A-2

Case 3:16-cv-00358-DB Document 1-1 Filed 08/10/16 Page 11 of 38

El Pas

County - 168th District	Civil	Case Information	N SHEET	ed 6/30/2016 9:35:03 AM Norma L. Fa District
CAUSE NUMBER (FO	R CLERK USE ONLY):	C	OURT (FOR CLERK USE ONL)	i): El Paso Co
A civil case information sheet o	Marcela Rocha v. Balfour Be (e.g., John Smith v. All American Insurar iust be completed and submitted wh ment petition for modification or ma	en an original petition or applica	ation is filed to initiate a new	2016DCV (soin) civil, family law, probate, or mental lation should be the best available at
he time of filing.				
Contact information for pers	on completing case information sh	eet: Names of parties in		non or entity completing sheet is:
lame	Email:	Plaintiff(sy/Petitioner	(s):	o Se Plaintiff/Petitioner le IV-D Agency
George P. Andritsos	george@andritsos.com	Marcela Rocha	Lion	her:
Address:	Telephone:		Additi	ional Parties in Child Support Case:
3116 Montana	(915) 566-9995	Defendant(s)/Respon		dial Parent:
Tity/State/Zip:	Fax:			
El Paso, Texas 79903	(915) 566-9996	Balfour Beatty Milit Management, LLC.	Non-C	Custodial Parent:
ignature:	State Bar No:	Walington, DEC.		med Father:
Seorge P. Andritsus Talan-	00786987			
Indicate case time on identify	the most important issue in the co	[Attach additional page as u	eversary to use an parters)	
. Indicate case type, or identify	Civil	ase (select omp 2):	F	amily Law
		D. I D.		Post-Judgment Actions
Contract Debi/Contract	Injury or Damage Assault/Battery	Real Property Eminent Domain/	Marriage Relationship	Enforcement
☐Consumer/DTPA ☐Debt/Contract	Construction Defamation	Condemnation	Declare Marriage Void	Modification—Custody ☐ Modification—Other
Fraud/Misrepresentation	Malpractice	Quiet Title	□With Children	Title IV-D
Other Debt/Contract:	Accounting Legal	Trespass to Try Title	No Children	☐ Enforcement/Modification ☐ Paternity
oreclosure Home Equity—Expedited	Medical Other Professional			Reciprocals (UIFSA) Support Order
Other Foreclosure	Liability:	Related to Criminal		
Insurance Landlord/Tenant	Motor Vehicle Accident	Matters Expunction	Other Family Law	Parent-Child Relationship Adoption/Adoption with
Non-Competition	Product Liability	☐Judgment Nisi ☐Non-Disclosure	Judgment Habeas Corpus	Termination Child Protection
Partnership Other Contract:	Ashestos/Silica Other Product Liability	Seizure/Forfeiture	Name Change	Child Support
	List Product:	Writ of Habeas Corpus— Pre-indictment	Protective Order Removal of Disabilitie	Custody or Visitation Gestational Parenting
	Other Injury or Damage:	Other:	of Minority	Grandparent Access
			Other	Parentage/Paternity Termination of Parental
Employment	Other	r Civil		Rights Other Parent-Child
Discrimination	Administrative Appeal	Lawyer Discipline	1	
Retaliation KTermination	Antitrust/Untair Competition	Perpetuate Testimony Securities/Stock		
Workers' Compensation	Code Violations Foreign Judgment	☐ Tortions Interference ☐ Other:		
Other Employment:	intellectual Property			
		Brokets & A	Sental Health	
Tax Appraisal	Probate/Wills/Intestate Adminis	tration	Guardianship-Adult	
Tax Delinquency	☐ Dependent Administration ☐ Independent Administration		Guardianship—Minor Mental Health	
Clouses tax	Cither Estate Proceedings		Other:	_
T- 414	. (Camplionble (man advet man af	au th		
Appeal from Municipal or Ju		ntory Judgment	Prejudgment I	Remedy
Arbitration-related Attachment	☐ Garnisi		Receiver	
Bill of Review	License	•	Sequestration	ALCT COMPLETE
Certiorari	☐Manda ☐Post-ju		Temport Turnoy	Harville Ottor (HD) Chor
I. Indicate damages sought (da	not select if it is a family law case)			
Less than \$100,000, includin **Less than \$100,000 and nou- Over \$100,000 but not more	g damages of any kind, penalties, co- monetary relief than \$200,000	sts, expenses, pre-judgment inten		2 2
Over \$200,000 but not more:	thin 21 pos/900	A TRUE COPY, I CE		

ALIC 1 0 201R

EXHIBIT A-3

El Paso County - 168th District Court

Filed 7/1/2016 10:20:35 AM Norma L. Favela District Clerk El Paso County 2016DCV2467

IN THE DISTRICT COURT OF EL PASO COUNTY, TEXAS

168TH JUDICIAL DISTRICT

MARCELA ROCHA,	§	
Plaintiff,	§ § §	
v.	§	Cause No. 2016-DCV2467
	§	
BALFOUR BEATTY MILITARY	§	
HOUSING MANAGEMENT, LLC,	§	
BALFOUR BEATTY	§	
COMMUNITIES, LLC and	§	
BALFOUR BEATTY MILITARY	§	
HOUSING, LLC,	§	
	§	
Defendants.	§	

DEMAND FOR JURY TRIAL

TO THE DISTRICT CLERK:

Please take notice that MARCELA ROCHA, Plaintiff in the above entitled and numbered cause, hereby demands a jury trial of such cause.

Pursuant to Rule 216 of the Rules of Civil Procedure, I have made payment to the order of the Clerk of the Court for the jury fee.

All other attorneys of record and parties not represented by counsel in this cause will be notified of this demand for jury trial by copy of this demand.

Respectfully submitted,

/s/ George P. Andritsos

GEORGE P. ANDRITSOS Attorney for Plaintiff

3116 Montana Avenue El Paso, Texas 79903

Tel: (915) 566-9995 Fax: (915) 566-9996

Email: george@andritsos.com

State Bar No. 00786987

A TRUE COPY, I CERTIFY NORMA L. FAVELA, District Cle



EXHIBIT A-4

THE STATE OF TEXAS

NOTICE TO DEFENDANT: "You have been sued. You may employ an attorney. If you, or your attorney, do not file a written answer with the clerk who issued this citation by 10:00 a.m. on the Monday next following the expiration of twenty days after you were served this citation and petition, a default judgment may be taken against you."

TO: BALFOUR BEATTY MILITARY HOUSING MANAGEMENT, LLC, who may be served with process by serving its registered agent CORPORATION SERVICE COMPANY at 211 E. 7TH STREET, SUITE 620 AUSTIN, TX 78701 or wherever they may be found

Greetings:

You are hereby commanded to appear by filing a written answer to the Plaintiff's Original Petition at or before ten o'clock A.M. of the Monday next after the expiration of twenty days after the date of service of this citation before the Honorable 168th Judicial District Court, El Paso County, Texas, at the Court House of said County in El Paso, Texas,

Said Plaintiff's Petition was filed in said court on this the 30th day of June, 2016, by Attorney at Law GEORGE P. ANDRITSOS, 3116 MONTANA, EL PASO, TX 79903 in this case numbered 2016DCV2467 on the docket of said court, and styled:

MARCELA ROCHA

BALFOUR BEATTY MILITARY HOUSING MANAGEMENT, LLC BALFOUR BEATTY COMMUNITIES, LLC and BALFOUR BEATTY MILITARY HOUSING, LLC

The nature of Plaintiff's demand is fully shown by a true and correct copy of the Plaintiff's Original Petition, Demand for Trial, accompanying this citation and made a part hereof.

The officer executing this writ shall promptly serve the same according to requirements of law, and the mandates

thereof, and make due return as the law directs. at El Paso, Texas, on this the 8th day of July, 2016. Issued and given under my hand and seal Attest: NORMA L. FAVELA, District Clerk, EJ CLERK OF THE COURT Deputy NORMA L. FAVELA District Clerk CERTIFICATE OF DELIVERY BY MAIL El Paso County Courthous 500 E. San Antonio Ave, RM 10 hereby certify that on the _____ day of El Paso Texas, 79901 2016, at _____ I mailed to ATTACH **RETURN RECEIPTS** WITH ADDRESSEE'S SIGNATURE Defendant(s) by registered mail or certified mail with Rule 106 (a) (2) the citation shall be served by mailing to the defendant by Certified Mail Return delivery restricted to addressee only, return receipt receipt requested, a true copy of the citation. requested, a true copy of this citation with a copie Sec. 17.027 Rules of Civil Practice and the Plaintiff's Original Petition & Delpand & July Trial Remedies Code if not prepared by Clerk of Court. attached thereto. *NAME OF PREPARER TITLE ADDRESS CITY

RETURN OF SERVICE

Delivery was completed on	
	as evidence by Domestic Return Receipt PS Form 3811
attached hereto.	
The described documents were not delivered	to the named recipient. The certified mail envelope was returned
undelivered marked	
This forwarding address was provided:	
	El Paso County, Texas
	By: Deputy District Clerk
	OR
	Name of Authorized Person
	Ву:
VERIFICATIO	N BY AUTHORIZED PERSON
State of Texas	
County of El Paso	
•	onally appeared, known to me to be the person
	f Service, and being by me first duly sworn, declared, "I am
	act and statements contained in the Return of Service and true and
correct."	
CONTOOL.	
	Subscribed and sworn to be on this day
	of,
	Notary Public, State of
	My commission expires:



THE STATE OF TEXAS

NOTICE TO DEFENDANT: "You have been sued. You may employ an attorney. If you, or your attorney, do not file a written answer with the clerk who issued this citation by 10:00 a.m. on the Monday next following the expiration of twenty days after you were served this citation and petition, a default judgment may be taken against you."

TO: BALFOUR BEATTY MILITARY HOUSING, LLC, who may be served with process by serving its registered agent CORPORATION SERVICE COMPANY at 211 E. 7TH STREET, SUITE 620 AUSTIN, TX 78701 or wherever they may be found

Greetings:

You are hereby commanded to appear by filing a written answer to the Plaintiff's Original Petition at or before ten o'clock A.M. of the Monday next after the expiration of twenty days after the date of service of this citation before the Honorable 168th Judicial District Court, El Paso County, Texas, at the Court House of said County in El Paso, Texas.

Said Plaintiff's Petition was filed in said court on this the 30th day of June, 2016, by Attorney at Law GEORGE P. ANDRITSOS, 3116 MONTANA, EL PASO, TX 79903 in this case numbered **2016DCV2467** on the docket of said court, and styled:

MARCELA ROCHA

BALFOUR BEATTY MILITARY HOUSING MANAGEMENT, LLC BALFOUR BEATTY COMMUNITIES, LLC and BALFOUR BEATTY MILITARY HOUSING, LLC

The nature of Plaintiff's demand is fully shown by a true and correct copy of the Plaintiff's Original Petition, Demand for Trial, accompanying this citation and made a part hereof.

The officer executing this writ shall promptly serve the same according to requirements of law, and the mandates thereof, and make due return as the law directs.

Issued and given under my hand and seal of said Court at El Paso, Texas, on this the 8th day of July, 2016.

Attest: NORMA L. FAVELA, District Clerk, El Paso Courte Co

Rule 106 (a) (2) the citation shall be served by mailing to the defendant by Certified Mail Return receipt requested, a true copy of the citation.

Sec. 17.027 Rules of Civil Practice and Remedies Code if not prepared by Clerk of

Court.

*NAME OF PREPARER TITLE

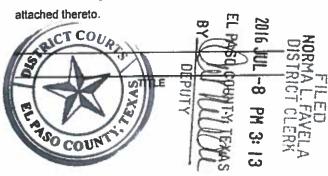
ADDRESS

CITY

A TRUE COPY, I CERTIFY NORMAL FAVELA, District Clerk By Selia Clerk

AUG 102018

Defendant(s) by registered mail or certified mail with delivery restricted to addressee only, return receipt requested, a true copy of this citation with a copy of the Plaintiff's Original Petition & Demand for Jury Trial



RETURN OF SERVICE

Delivery was completed on	, delivered to	
	as evidence by Domestic Return Receipt PS For	rm 3811
attached hereto.		
The described documents were not de	elivered to the named recipient. The certified mail envelope was return	rned
undelivered marked	M (5100)	
This forwarding address was provided	d:	
	El Paso County, Texas	
	By:	
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VERIFI	ICATION BY AUTHORIZED PERSON	
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State of Texas		
County of El Paso	troough to mo to be the	norcon
	y personally appeared, known to me to be the	person
	eturn of Service, and being by me first duly sworn, declared, "I am	io and
	of that fact and statements contained in the Return of Service and tru	ie aliu
correct."		
		-d
	Subscribed and sworn to be on this	
	of,	 ,
	Notary Public, State of	
	•	
	My commission expires:	1
	STRICTO	P
		70

THE STATE OF TEXAS

NOTICE TO DEFENDANT: "You have been sued. You may employ an attorney. If you, or your attorney, do not file a written answer with the clerk who issued this citation by 10:00 a.m. on the Monday next following the expiration of twenty days after you were served this citation and petition, a default judgment may be taken against you."

TO: BALFOUR BEATTY COMMUNITIES, LLC, who may be served with process by serving its registered agent CORPORATION SERVICE COMPANY at 211 E. 7TH STREET, SUITE 620 AUSTIN, TX 78701 or wherever they may be found

Greetings:

You are hereby commanded to appear by filing a written answer to the Plaintiff's Original Petition at or before ten o'clock A.M. of the Monday next after the expiration of twenty days after the date of service of this citation before the Honorable 168th Judicial District Court, El Paso County, Texas, at the Court House of said County in El Paso, Texas.

Said Plaintiff's Petition was filed in said court on this the 30th day of June, 2016, by Attorney at Law GEORGE P. ANDRITSOS, 3116 MONTANA, EL PASO, TX 79903 in this case numbered **2016DCV2467** on the docket of said court, and styled;

MARCELA ROCHA

BALFOUR BEATTY MILITARY HOUSING MANAGEMENT, LLC BALFOUR BEATTY COMMUNITIES, LLC and BALFOUR BEATTY MILITARY HOUSING, LLC

The nature of Plaintiff's demand is fully shown by a true and correct copy of the Plaintiff's Original Petition, Demand for Trial, accompanying this citation and made a part hereof.

The officer executing this writ shall promptly serve the same according to requirements of law, and the mandates thereof, and make due return as the law directs.

Issued and given under my hand and seal of said Court at El Paso, Texas, on this the 8th day of July, 2016.

Attest: NORMA L. FAVELA, District Clerk, El Pas Deputy CLERK OF THE COURT NORMA L. FAVELA District Clerk CERTIFICATE OF DELIVERY BY MAIL El Paso County Courthous reby certify that on the 500 E. San Antonio Ave, RM El Paso Texas, 79901 2016, at _____ I mailed to **ATTACH** RETURN RECEIPTS WITH ADDRESSEE'S SIGNATURE

Rule 106 (a) (2) the citation shall be served by mailing to the defendant by Certified Mail Return receipt requested, a true copy of the citation.

Sec. 17.027 Rules of Civil Practice and Remedies Code if not prepared by Clerk of Court.

*NAME OF PREPARER TITLE

ADDRESS

CITY A TRUE CAMPE CERTIEY ZIP

A TRUE COPY CERTIFY ZIP NORMAL FAVELA, District Clerk

AUG 1 0 2016

Defendant(s) by registered mail or certified mail with delivery restricted to addressee only, return receipt requested, a true copy of this citation with a copy of the Plaintiff's Original Petition & Demand for Jury Trial



RETURN OF SERVICE

Delivery was completed on	, delivered to
	as evidence by Domestic Return Receipt PS Form 3811
attached hereto.	
The described documents were not of	delivered to the named recipient. The certified mail envelope was returned
undelivered marked	·
This forwarding address was provide	ed:
	El Paso County, Texas
	By: Deputy District Clerk
	OR
	Name of Authorized Person
	By:
VERIF	FICATION BY AUTHORIZED PERSON
State of Texas	
County of El Paso	
· ·	ay personally appeared, known to me to be the person
	Return of Service, and being by me first duly sworn, declared, "I am
	of that fact and statements contained in the Return of Service and true and
correct."	
	Subscribed and sworn to be on this day
	of
	Notary Public, State of
	My commission expires:
- V2	MY COMMISSION EXPIRES.
	(AlCr Coop)

Case 3:16-cv-00358-DB Document 1-1 Filed 08/10/16 Page 21 of 38

-9		(A))	The same of the sa
	GEORGE ANDRITS SHERIFF	DATE RECEIVED:	NORMAL FAVOLA
	CAUSE NO: 3016-DCV		2016 JUL -5 PH 1: 26
	Individual Requesting Service: GEORGE P. ANDRITS		il Bit Cale 11 1 26
	□ CAPIAS	□ NOTICE TO SHOW CAUSE	SL PASO COUNTY, TEXAS
(60)	CITATION PERSONAL SERVICE CITATION BY MAIL	□ PROTECTIVE ORDER	D PAUPER'S
(2)	CITATION NON-RESIDENT	□ SUBPOENA(S) □ TRO	ters.
(6)	Clerk who issued:	THER: Date finished:	108 ille
	Rec'd By: Shua h	Mulain Date: 67	-8-16
	*Attn. Please review your request for ac	duracy; The District Clerks Office is not respond	onsible for any errors
	GITSE THE PARTIEST IS PERSONAL BUILDING DARMS	Action a ladinadual	

A TRUE COPY, I CERTIFY NORMAL FAVELA, District Clerk

AUG 10 2018



TOTAL L. FAVELA
DISTRICT CLERI

7016 JUL -8 PM 3: 56
EL PASO COUNTY, TEXAS
BY
DEPLITY



EXHIBIT A-5

El Paso County - 168th District Court

Filed 7/18/2016 3:17:07 PM

Norma L. Favela District Clerk El Paso County 2016DCV2467

RETURN OF SERVICE

Delivery was completed on July 11, 2016 Military Housing Management of attached hereto.	, delivered to By Four Beatty LC as evidence by Domestic Return Receipt PS Form 3811
The described documents were not delivered to	the named recipient. The certified mail envelope was returned
undelivered marked	:
This forwarding address was provided:	
	El Paso County, Texas
	By:
	Deputy District Clerk
	OR
	GLORIA ZUBIA
	Name of Authorized Person
	By Llma hubic

VERIFICATION BY AUTHORIZED PERSON

State of Texas

County of El Paso

Before me, a notary public, on this day personally appeared <u>Swell wall</u> known to me to be the person whose name is subscribed to the foregoing Return of Service, and being by me first duly sworn, declared, "I am disinterested party qualified to make an oath of that fact and statements contained in the Return of Service and true and correct."

Subscribed and sworn to be on this 15th day

Notary Public, State of

My commission expires: U-25-20

A TRUE COPY, I CERTIFY NORMA L. FAVELA, District Clerk

Deputy

AM REA D. PACHECO W Hotary ID # 124967795 Expires June 25, 2020

AUG 10 2016

THE STATE OF TEXAS

NOTICE TO DEFENDANT: "You have been sued. You may employ an attorney. If you, or your attorney, do not file a written answer with the clerk who issued this citation by 10:00 a.m. on the Monday next following the expiration of twenty days after you were served this citation and petition, a default judgment may be taken against you."

TO: BALFOUR BEATTY MILITARY HOUSING MANAGEMENT, LLC, who may be served with process by serving its registered agent CORPORATION SERVICE COMPANY at 211 E. 7TH STREET, SUITE 620 AUSTIN, TX 78701 or wherever they may be found

Greetings:

You are hereby commanded to appear by filing a written answer to the Plaintiff's Original Petition at or before ten o'clock A.M. of the Monday next after the expiration of twenty days after the date of service of this citation before the Honorable 168th Judicial District Court, El Paso County, Texas, at the Court House of said County in El Paso, Texas.

Said Plaintiff's Petition was filed in said court on this the 30th day of June, 2016, by Attorney at Law GEORGE P. ANDRITSOS, 3116 MONTANA, EL PASO, TX 79903 in this case numbered 2016DCV2467 on the docket of said court, and styled:

MARCELA ROCHA

BALFOUR BEATTY MILITARY HOUSING MANAGEMENT, LLC BALFOUR BEATTY COMMUNITIES, LLC and BALFOUR BEATTY MILITARY HOUSING, LLC

The nature of Plaintiff's demand is fully shown by a true and correct copy of the Plaintiff's Original Petition, Demand for Trial, accompanying this citation and made a part hereof.

The officer executing this writ shall promptly serve the same according to requirements of law, and the mandates thereof, and make due return as the law directs.

Issued and given under my hand and seal of said Court at El Paso, Texas, on this the 8th day of July, 2016.

Attest: NORMA L. FAVELA, District Clerk, El Pa

CLERK OF THE COURT NORMA L. FAVELA

District Clerk

El Paso County Courthouse 500 E. San Antonio Ave, RM 103

El Paso Texas, 79901

ATTACH RETURN RECEIPTS WITH

ADDRESSEE'S SIGNATURE

Rule 106 (a) (2) the citation shall be served by mailing to the defendant by Certified Mail Return receipt requested, a true copy of the citation. Sec. 17.027 Rules of Civil Practice and Remedies Code if not prepared by Clerk of Court.

*NAME OF PREPARER		TITLE
ADDRESS		
CITY	STATE	ZIP

ERTIFICATE OF DELIVERY BY MAIL

reby certify that on the day of

Defendant(s) by registered mail or certified mail with delivery restricted to addressee only, return receipt requested, a true copy of this citation with a copy of the Plaintiff's Original Petition & Demand for Jury Trial

attached thereto.

SENDER: COMPLETE THIS SECTION	COMPLETE THIS SECTION ON DELIVERY
■ Complete items 1, 2, and 3. Also complete item 4 if Restricted Delivery is desired. ■ Print your name and address on the reverse so that we can return the card to you. ■ Attach this card to the back of the mallplece, or on the front if space permits. 1. Article Addressed to: BALFOUR BEATTY MILITARY HOUSING MANAGEMENT, LLC by serving their agent	A. Signature X
CORPORATION SERVICE COMPANY 211 E. 7th Street #620 Autsin, Texas 78701	3. Service Type Certified Mail*
2. Article Number (Transfer from service lai 7013 0500 0	002 3714 6707
PS Form 3811, July 2013 Domestic Ret	urn Receipt

U.S. Postal Service Int
CERTIFIED MAIL IN RECEIPT
(Domestic Mail Only; No Insurance Coverage Provided)

For delivery information visit our website at www.usps.comp
AUSTIN 1X 8701

Postage
Certified Fee
(Endorsement Required)
Restricted Delivery Fee
(Endorsement Required)
Restricted Delivery Fee
(Endorsement Required)
Sent To A COLUMB STATE OF THE BOOK OF PO Box No.

City, State, ZIP-3

PS Form 3800, August 2006

Sec Reverse for Instructions



Case 3:16-cv-00358-DB Document 1-1 Filed 08/10/16 Page 27 of 38

El Paso County - 168th District Court

Filed 7/18/2016 3:25:52 PM

Norma L. Favela District Clerk El Paso County

RETURN OF SERVICE

Military Housing LLC attached hereto.	2016DCV2467, delivered to <u>Balfour Beatty</u> as evidence by Domestic Return Receipt PS Form 3811
The described documents were not delivered to undelivered marked	the named recipient. The certified mail envelope was returned
This forwarding address was provided:	
	El Paso County, Texas
	By:
	OR GLORAN ZANDA
	Name of Authorized Person
	By: Hena bube

VERIFICATION BY AUTHORIZED PERSON

State of Texas

County of El Paso

Before me, a notary public, on this day personally appeared <u>GWER ZURIR</u>known to me to be the person whose name is subscribed to the foregoing Return of Service, and being by me first duly sworn, declared, "I am disinterested party qualified to make an oath of that fact and statements contained in the Return of Service and true and correct."

Subscribed and sworn to be on this 15th day

Notary Public, State of

My commission expires: 10-55-30

A TRUE COPY, I CERTIFY NORMA L. FAVELA, District Clerk

AUG 10 2018

ANDREAD. P. CHECO My Molga 10 / 124967795 A S. E. Griss June 25, 2020

THE STATE OF TEXAS

NOTICE TO DEFENDANT: "You have been sued. You may employ an attorney. If you, or your attorney, do not file a written answer with the clerk who issued this citation by 10:00 a.m. on the Monday next following the expiration of twenty days after you were served this citation and petition, a default judgment may be taken against you."

TO: BALFOUR BEATTY MILITARY HOUSING, LLC, who may be served with process by serving its registered agent CORPORATION SERVICE COMPANY at 211 E. 7TH STREET, SUITE 620 AUSTIN, TX 78701 or wherever they may be found

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MARCELA ROCHA

VS.

BALFOUR BEATTY MILITARY HOUSING MANAGEMENT, LLC BALFOUR BEATTY COMMUNITIES, LLC and BALFOUR BEATTY MILITARY HOUSING, LLC

The nature of Plaintiff's demand is fully shown by a true and correct copy of the Plaintiff's Original Petition, Demand for Trial, accompanying this citation and made a part hereof.

The officer executing this writ shall promptly serve the same according to requirements of law, and the mandates thereof, and make due return as the law directs.

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Attest: NORMA L. FAVELA, District Clerk, El Paso

CLERK OF THE COURT NORMA L. FAVELA

District Clerk

El Paso County Courthouse 500 E. San Antonio Ave, RM 103

El Paso Texas, 79901

ATTACH RETURN RECEIPTS WITH

ADDRESSEE'S SIGNATURE Rule 106 (a) (2) the citation shall be served by mailing to the defendant by Certified Mail Return receipt requested, a true copy of the citation. Sec. 17.027 Rules of Civil Practice and Remedies Code if not prepared by Clerk of Court...

TITLE *NAME OF PREPARER ADDRESS CITY STATE ZIP

Edith Miledi

RTIFICATE OF DELIVERY BY MAIL by certify that on the State day of

2016 at 42.30 mailed to

Defendant(s) by registered mail or certified mail with delivery restricted to addressee only, return receipt requested, a true copy of this citation with a copy of the Plaintiff's Original Petition & Demand for Jury Trial

attached thereto.

SENDER: COMPLETE THIS SECTION	COMPLETE THIS SECTION ON DELIVERY		
 Complete items 1, 2, and 3. Also complete item 4 if Restricted Delivery is desired. Print your name and address on the reverse so that we can return the card to you. Attach this card to the back of the malipiece, or on the front if space permits. 	A. Signature X		
1. Article Addressed to: BALFOUR BEATTY MILITARY HOUSING, LLC by serving their agent CORPORATION SERVICE COMPANY			
211 E. 7th Street #620 Austin, Texas 78701	3. Service Type Certified Mail* Priority Mall Express* Registered Return Receipt for Merchandise Insured Mall Collect on Delivery 4. Restricted Delivery? (Extra Fee)		
2. Article Number (Transfer from service 7013 0600 000	12 3714 6691		





El Paso County - 168th District Court

Filed 7/18/2016 3:13:59 PM

Norma L. Favela District Clerk El Paso County 2016DCV2467

RETURN OF SERVICE

Delivery was completed on July 11, 2016 Communities, LLC	, delivered to <u>Balfouv Beatty</u> as evidence by Domestic Return Receipt PS Form 3811
attached hereto.	
The described documents were not delivered to	the named recipient. The certified mail envelope was returned
undelivered marked	
This forwarding address was provided:	
	El Paso County, Texas
	By:
	Deputy District Clerk
	OR <u>GLOCIA</u> ZUBIA Name of Authorized Person By: Huna Mubia

VERIFICATION BY AUTHORIZED PERSON

State of Texas

County of El Paso

Before me, a notary public, on this day personally appeared <u>Goozhi zubiji</u>known to me to be the person whose name is subscribed to the foregoing Return of Service, and being by me first duly sworn, declared, "I am disinterested party qualified to make an oath of that fact and statements contained in the Return of Service and true and correct."

Subscribed and sworn to be on this 15th day

Notary Public, State of Texas

My commission expires: <u>U-25-20</u>

A TRUE COPY, I CERTIFY NORMAL, FAVELA, District Clerk

AllG 10 2018

ANDREA D. PACHECO My Notary ID # 124967795 Expires June 25, 2020

THE STATE OF TEXAS

NOTICE TO DEFENDANT: "You have been sued. You may employ an attorney. If you, or your attorney, do not file a written answer with the clerk who issued this citation by 10:00 a.m. on the Monday next following the expiration of twenty days after you were served this citation and petition, a default judgment may be taken against you."

TO: BALFOUR BEATTY COMMUNITIES, LLC, who may be served with process by serving its registered agent CORPORATION SERVICE COMPANY at 211 E. 7TH STREET, SUITE 620 AUSTIN, TX 78701 or wherever they may be found

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MARCELA ROCHA

VS.

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Issued and given under my hand and seal of said Court at El Paso, Texas, on this the 8th day of July, 2016.

Attest: NORMA L. FAVELA, District Clerk, El Par

CLERK OF THE COURT
NORMA L. FAVELA

District Clerk
El Paso County Courthous
500 E. San Antonio Ave, RM

El Paso Texas, 79901

ATTACH RETURN RECEIPTS WITH

ADDRESSEE'S SIGNATURE

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*NAME OF PREPARER TITLE
ADDRESS
CITY STATE ZIP

Edith Miledi

CERTIFICATE OF DELIVERY BY MAIL

nereby certify that on the 8th day of

Tilly, 2016, at 4:30ml mailed to

Defendant(s) by registered mail or certified mail with delivery restricted to addressee only, return receipt requested, a true copy of this citation with a copy of the Plaintiff's Original Petition & Demand for Jury Trial

PASO CON

attached thereto.

SENDER: COMPLETE THIS SECTION	COMPLETE THIS SECTION ON DELIVERY		
Complete items 1, 2, and 3. Also complete item 4 if Restricted Delivery is desired. Print your name and address on the reverse so that we can return the card to you. Attach this card to the back of the mailplece, or on the front if space permits. 1. Article Addressed to: BALFOUR BEATTY OMMUNITIES LLC by serving their agent CORPORATION SERVICE COMPANY	A. Signature X		
211 E. 7th Street #620	3. Şervice Type		
Austin, Texas 78701	Certified Mail®		
Total	☐ Registered ☐ Return Receipt for Merchandise ☐ Insured Mail ☐ Collect on Delivery		
	4. Restricted Delivery? (Extra Fee)		
2. Article Number (Transfer from servi 7013 0600 000)	3714 6684		
PS Form 3811, July 2013 Domestic Return Receipt			





EXHIBIT A-6

El Paso County - 168th District Court

Filed 8/1/2016 7:54:35 AM

Norma L. Favela District Clerk El Paso County 2016DCV2467

CAUSE NO. 2016-DCV-2467

MARCELA ROCHA,	§	IN THE DISTRICT COURT
	§	
Plaintiff,	§	
	§	
VS.	§	EL PASO COUNTY, TEXAS
	§	
BALFOUR BEATTY MILITARY	§	
HOUSING MANAGEMENT, LLC,	§	
BALFOUR BEATTY COMMUNITIES,	§	
LLC and BALFOUR BEATTY MILITARY	§	
HOUSING, LLC,	§	
	§	
Defendant.	§	168th JUDICIAL DISTRICT

DEFENDANTS' ANSWER TO PLAINTIFF'S ORIGINAL PETITION

Defendants Balfour Beatty Military Housing Management, LLC, Balfour Beatty Communities, LLC and Balfour Beatty Military Housing, LLC (collectively "Defendants"), file their Answer to Plaintiff's Original Petition, and state as follows:

I. GENERAL DENIAL

Defendants enter a general denial pursuant to Texas Rule of Civil Procedure 92 and requests that Plaintiff be required to prove all facts necessary to establish her causes of action by a preponderance of the evidence.

II. DEFENSES

- 1. Plaintiff's Original Petition fails to state a claim upon which relief can be granted.
 - 2. Plaintiff's claims are barred by waiver, laches, consent and/or estoppel.
 - 3. Plaintiff's alleged claims are barred under the doctrine of unclean hands.
 - 4. Plaintiff has not alleged any conduct that would constitute, and cannot

- 5. Plaintiff's claims are barred in whole or in part because Plaintiff failed to take reasonable steps to mitigate her alleged damages, if any.
- 6. Plaintiff cannot establish a causal connection between any alleged protected activity and any alleged materially adverse action.
- 7. Defendants are not responsible for any expenses or damages allegedly incurred by Plaintiff due to Plaintiff's own acts, conduct, negligence, and/or failure to exercise reasonable care.
- 8. Plaintiff's claims for relief are barred, in whole or in part, by the applicable statute of limitations and due to Plaintiff's failure to exhaust her administrative remedies.
- 9. Plaintiff's claims for relief are barred, in whole or in part, by the after acquired evidence doctrine, as provided for under *McKennon v. Nashville Banner*, 513 U.S. 352 (1995).
- 10. Any losses suffered by Plaintiff were not consequence of, or in reliance upon, any acts or omissions of Defendants, either directly or indirectly.
- 11. Defendants assert that in the event Plaintiff recovers any amount against it in these proceedings, Defendants respectfully requests that the Court offset said amount by any amount Plaintiff has already received or is scheduled to receive from any and all other applicable parties and/or sources.
- 12. All employment decisions regarding Plaintiff were based on standards, qualification and/or criteria that are job-related and consistent with business necessity.

COURTON

- 13. To the extent Plaintiff was damaged at all, such damages were proximately caused in whole or in part by the conduct or fault of persons or entities other than Defendants.
- 14. Plaintiff is not entitled to recover any punitive damages, the existence of which damages Defendants specifically deny, because Plaintiff has not set forth and cannot set for facts sufficient to support a claim under any state or federal law for such damages, because Defendants adopted policies and practices in support of its non-discrimination and non-retaliation obligations under law, and in good faith attempted to comply with those obligations.
- 15. If any employee engaged in conduct with respect to Plaintiff as alleged in her Petition, which Defendants specifically deny, that employee lacked sufficient authority to subject Defendants to punitive damages.
- 16. Defendants assert that any damages sought by Plaintiff (including without limitation, exemplary or punitive damages) should be limited in accordance with the provisions of any applicable statutory damage caps, including but not limited to those under Chapter 41 of the Texas Civil Practices and Remedies Code and TEX. LAB. CODE § 21.2585.
- 17. Plaintiff's claims are barred in whole or in part because Defendants took prompt, effective, remedial action to end all objectionable conduct when it became aware of such objectionable conduct, the awareness and existence of which conduct Defendants specifically deny.
- 18. Defendants assert that any alleged tangible employment action taken by it against Plaintiff was not casually related to the acceptance or rejection of the alleged discriminatory conduct.

19. To the extent Plaintiff establishes that prohibited and lawful

considerations motivated the employment decision at issue, Defendants assert they would have

made the same decision for lawful reasons regardless of any prohibited motive; nonetheless,

Defendants deny that unlawful motives played any role whatsoever in Plaintiff's employment.

20. If any improper, illegal, harassing or discriminatory acts were taken by

any of Defendants' employees against Plaintiff, it was outside the course and scope of that

employee's employment, contrary to Defendants' policies, and was not ratified, confirmed, or

approved by Defendants. Thus, any such actions cannot be attributed or imputed to Defendants.

21. In addition to the foregoing defenses, Defendants reserve the right to

assert any other defenses available upon the completion of discovery.

III. **PRAYER**

Defendants hereby respectfully request that the Court deny all of Plaintiff's

claims, that Plaintiff take nothing by this action, that Defendants recover all costs of court and

attorneys' fees from Plaintiff, and that Defendants recover any other and further relief to which it

is justly entitled.

Respectfully submitted,

By: /s/ Michael J. DePonte

Michael J. DePonte, Esq.

State Bar No. 24001392

Michael.DePonte@jacksonlewis.com

Allyson L. Johnson, Esq.

State Bar No. 24054005

johnsona@jacksonlewis.com

JACKSON LEWIS P.C. 500 N. Akard, Suite 2500 Dallas, Texas 75201

PH: (214) 520-2400

CERTIFICATE OF SERVICE

I hereby certify that the above pleading was forwarded to the following counsel of record via facsimile and certified mail, return receipt requested, on the 1st day of August, 2016, as follows:

George P. Andritsos 3116 Montana El Paso, TX 79903 PH: (915) 566-9995

FX: (915) 566-9996

/s/ Michael J. DePonte

Michael J. DePonte

4813-2689-8741, v. 1